

# BYWAYS IN DANISH TRANSPORT







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PROJECT NUMBER. A074952  
DOKUMENT NUMBER. 01  
VERSION 01  
PUBLICATION DATE 17/12/2015  
PREPARED BY SVTJ, MSHA  
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APPROVED BY SVTJ



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# 1 Study objective and methodology

This report was prepared at the request of 3F Transport and the Danish Transport and Logistics Association (DTL) and with support from the Danish Working Environment Authority's fund for activities relating to social dumping and foreign labour.

COWI assisted 3F in the preparation of a questionnaire for Romanian and Bulgarian lorry drivers and in processing and analysing the data collected. The objective of the study was to achieve increased understanding of the working environment of Romanian and Bulgarian lorry drivers.

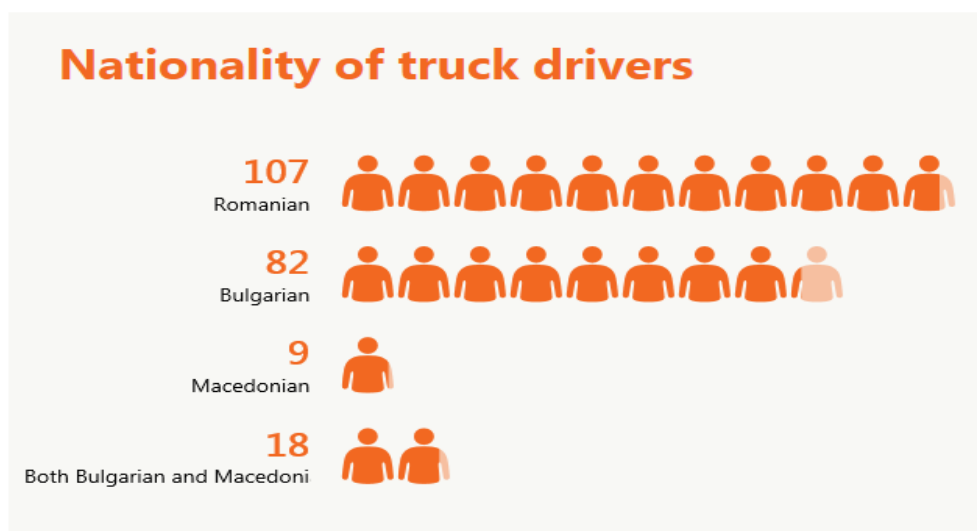
In the process, 3F conducted interviews with the assistance of Romanian-speaking and Bulgarian-speaking interviewers. The interviews were face-to-face interviews with lorry drivers at lorry parks and driver rest facilities in Denmark. A total of 225 respondents answered the 25 questions in the questionnaire. The respondents are anonymous and cannot be traced since they were not requested to provide any contact information.

A description of the respondents based on the information they provided in their questionnaire responses follows below. We then describe characteristic working conditions of foreign lorry drivers managed from Denmark, after which we give an account of the working conditions of those drivers whose answers suggest that they break various rules. We then take a closer look at the actual working conditions of the drivers, and finally we explore the drivers' wishes for the future.

## 1.1 Who are the lorry drivers?

### 1.1.1 Nationality

Figure 1: What is your nationality according to your passport?



Note: n = 21

Figure 1 shows the nationality that the lorry drivers stated was indicated in their passport. A total of 216 out of 225 respondents answered the question about their nationality. About fifty per cent of the 216 stated they were Romanian and a little more than one-third stated that they were Bulgarian. The rest had either a Macedonian passport or both a Bulgarian and a Macedonian passport.

### 1.1.2 Type of employment

214 of the 225 respondents answered the question of whether they were self-employed hauliers or employees of a company. The majority (89%) reported that they were employed by a company.

Table 1: How are you employed?

	Number	%
<b>I drive a lorry that I own, lease or rent</b>	23	11%
<b>I am employed by a company</b>	191	89%
<b>Total</b>	214	100%

Approximately 42% of the respondents who provided information about the size of the company they worked for worked for a company with fewer than ten employees, while 35% worked for a company with fifty or more employees.

Table 2: How many people are employed in the company you work for?

	Number	%
<b>Fewer than 10 employees</b>	89	42%
<b>10 – 49 employees</b>	49	23%
<b>50 or more employees</b>	74	35%
<b>Total</b>	212	100%

## 1.2 Income in September

172 respondents stated how much they earned in the month of September. Their answers are summarised in the table below, which shows that approximately 43% of the respondents earned between 1,100 and 1,500 euros a month and that about 41% of them earned between 1,600 and 1,900 euros a month. It should be noted that we are uncertain whether the amounts stated are income before or after tax. We deliberately chose not to be specific in our questions regarding income before and after tax, as we were not sure that the respondents would be able to make that distinction. The differences in monthly income may reflect a number of different factors, one of them being differences in the number of hours worked.

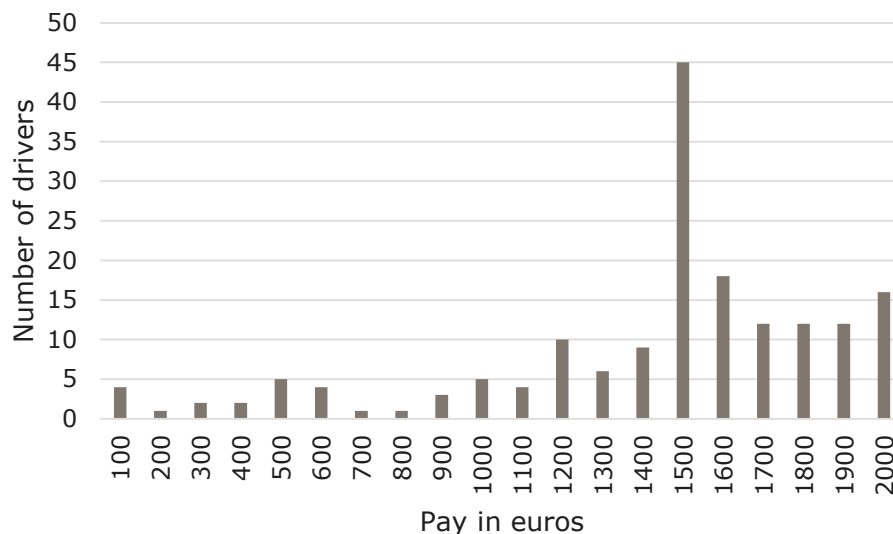
Table 3: Pay level in September 2015

	Number	%
<b>€100-500</b>	14	8%
<b>€600-1000</b>	14	8%
<b>€1100-1500</b>	74	43%
<b>€1600-1900</b>	54	31%
<b>€2000+</b>	16	9%
<b>Total</b>	172	100%

**Note:** Question: How much did you earn in September? Please circle the nearest 100 euro amount. Adapted to the categories shown.

The figure below shows how monthly incomes in euro are distributed in intervals of 100 euros. The height of the bars indicates the number of respondents. For example, 45 respondents stated that they earned 1,500 euros a month. They make up close to 26% of all respondents who answered the question about monthly income.

Figure 2: Pay levels in September 2015



A little more than half of the respondents stated that they received a fixed wage. It should be noted that the drivers could indicate more than one type of pay, for example a combination of a fixed monthly wage and subsistence allowances. The statement by more than half of the respondents that they received a fixed wage therefore means that just over half of them were partly or exclusively being paid a fixed amount. In other words, they received a basic salary.

Table 4: How are you paid for your work?

	Number	%
<b>Fixed monthly wage/basic pay</b>	118	55%
<b>Fixed wages on driving days</b>	41	19%
<b>Kilometre-based payment</b>	35	16%
<b>Subsistence allowances</b>	65	31%
<b>Other</b>	8	4%
<b>Total</b>	213	1

**Note:** The drivers could state more than one type of pay for their work.

*The majority of the respondents paid tax in Bulgaria or Romania. Given the nationalities of the drivers, there seems to be a small imbalance since most of the respondents were of Romanian nationality, but the majority of them stated that they paid tax in Bulgaria. The reason may simply be that some of the Romanians live in Bulgaria. It should be noted that none of the respondents stated that they paid tax in Denmark, although 12% of the drivers had an employer based in Denmark.*

Table 5: I pay tax in...

	Number	%
<b>Bulgaria</b>	103	48%
<b>Denmark</b>	0	0 %
<b>Romania</b>	89	42%
<b>Macedonia</b>	1	0%
<b>Another country</b>	8	4%
<b>I don't pay tax</b>	2	1%
<b>Don't know</b>	10	5%
<b>Total</b>	213	100%

**Note:** Respondents could state that they paid tax in Denmark, but none of the drivers did so.

Table 6 shows where the drivers slept in work periods. The pattern is relatively clear, with 87% (190) stating that they always slept in their lorries.

Table 6: Where do you sleep during your work periods?

	Number	%
<b>I always sleep in my lorry</b>	190	87%
<b>I sleep somewhere other than my lorry once or twice a month</b>	13	6%
<b>I sleep somewhere other than my lorry once a week</b>	3	1%
<b>I sleep somewhere other than my lorry two or three times a week</b>	6	3%
<b>I sleep somewhere other than my lorry most nights</b>	4	2%
<b>Other</b>	2	1%
<b>Total</b>	218	100%

### 1.2.1 Driving patterns

The respondents stated that they mainly drove in Denmark, Germany and Sweden. In addition to those three countries, they also drove in France and the Netherlands. A total of 157 respondents answered the question about the countries in which they drove, with 67 (43%) stating that they mainly drove in Denmark. We believe that the drivers answered on the basis of the number of journeys made and not on the basis of the number of kilometres driven.



Table 7: In which countries have you driven the most this year? (Using a score from 1 to 3, where 1 is the country where you have driven most).

	1	2	3
<b>Baltic countries</b>	-	-	-
<b>Belgium</b>	2	2	14
<b>Denmark</b>	67	49	17
<b>Finland</b>	-	-	2
<b>France</b>	8	13	13
<b>Netherlands</b>	5	7	17
<b>Italy</b>	4	1	4
<b>Norway</b>	-	2	12
<b>Poland</b>	-	-	3
<b>United Kingdom</b>	1	3	3
<b>Sweden</b>	14	11	8
<b>Czech Republic</b>	-	-	-
<b>Germany</b>	56	44	9
<b>Hungary</b>	-	1	-
<b>Austria</b>	-	4	1

**Note:** n=157. Score from 1 to 3, where 1 indicates the country in which the drivers drove most. A '-' means that no respondent gave the country in question any score.

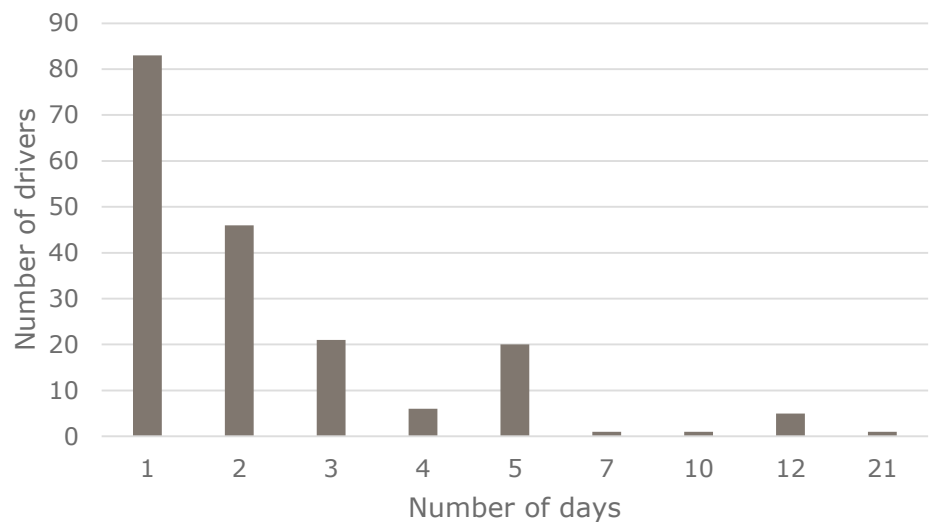
One in twenty respondents had spent more than seven days in Denmark without crossing the border. The vast majority of the respondents had spent between one and three days in Denmark.

Table 8: How long have you been in Denmark this time without crossing any borders with neighbouring countries?

Days	Number	%
1	83	45%
2	46	25%
3	21	11%
4	6	3%
5	20	11%
7	1	1%
10	1	1%
12	5	3%
21	1	1%
<b>Total</b>	<b>184</b>	<b>100%</b>

Note: Median =2. Average=2.5.

Figure 3: How long have you been in Denmark this time without crossing any borders with neighbouring countries?



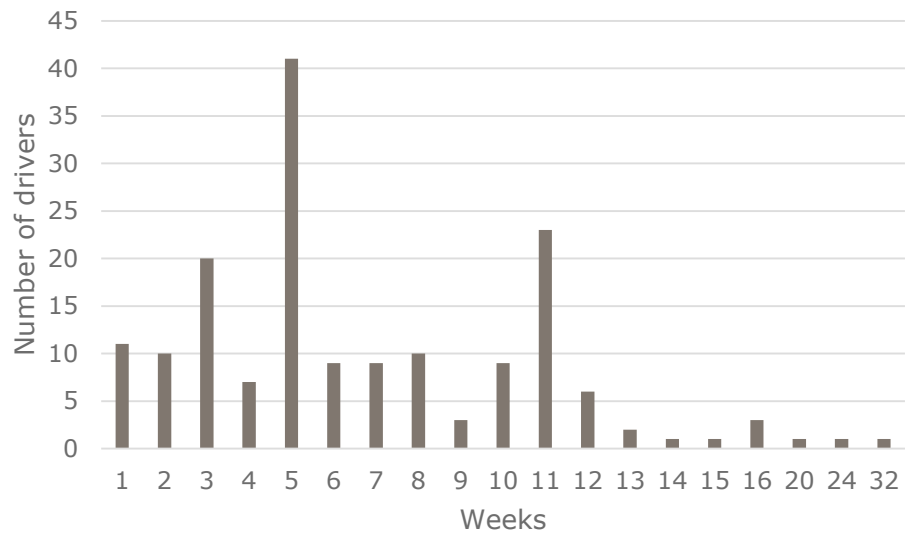
The majority of the respondents had been away from their home country for a long time: 47% had been away for more than seven weeks, and 14% had been away for eleven weeks.

Table 9: How many weeks have passed since you were last in your home country?

Weeks	Number	%
1	11	7%
2	10	6%
3	20	12%
4	7	4%
5	41	24%
6	9	5%
7	9	5%
8	10	6%
9	3	2%
10	9	5%
11	23	14%
12	6	4%
13	2	1%
14	1	1%
15	1	1%
16	3	2%
20	1	1%
24	1	1%
32	1	1%
<b>Total</b>	<b>168</b>	<b>100%</b>

Note: Median= 5 weeks Average = 6.8 weeks

Figure 4: How many weeks have passed since you were last in your home country?



The majority of the drivers (77%) worked for an employer based in Romania or Bulgaria, and 12% worked for an employer based in Denmark.

Table 10: In which country is your employer based?

	Number	%
<b>Romania</b>	83	41%
<b>Bulgaria</b>	77	36%
<b>Macedonia</b>	12	6%
<b>Denmark</b>	24	12%
<b>Another country</b>	11	5%

**Note:** Respondents could state more than one country, and the number of observations consequently varies between 204 and 211.

The majority of the drivers (77%) received instructions from the company in which they were employed, while 19% were given their assignments by a company in which they were not employed. In a later section of this report we take a closer look at the drivers who received their instructions from Denmark.

Table 11: Who contacts you to let you know where and when you will make your next trip?

	Number	%
<b>The company in which I am employed</b>	163	77%
<b>A company in which I am not employed</b>	41	19%
<b>Don't know</b>	7	3%
<b>Total</b>	211	100%

A total of 27% (56) of the drivers received instructions from Denmark. This number is high, given that only 12% of the drivers worked for an employer based in Denmark. We do not know whether the 27% received instructions from a haulage contractor, a forwarding agent or the buyer of the transport service.

Table 12: In which country is the person giving you instructions based?

	Number	%
<b>Bulgaria, Romania or Macedonia</b>	149	71%
<b>Another country in Eastern or Southern Europe</b>	1	0%
<b>Denmark</b>	56	27%
<b>Another country in Northern or Western Europe</b>	8	4%

**Note:** The respondents could choose more than one answer, so n is between 204 and 210

A relatively high proportion of the drivers received their instructions from Denmark although their employer was not based in the country. A total of 27% received instructions from Denmark as compared with 12% who stated that their employer was based in Denmark.

## 2 Contravention of rules and regulations

We look at five aspects that are either contraventions of rules and regulations or are associated with contravention of rules and regulations:

- › Long-term cabotage in Denmark
- › Long periods of driving without entering the home country
- › Driving empty lorries into Denmark
- › Non-compliance with driving and resting time rules and the pressure exerted by employers in this respect
- › Use of payment per kilometre

For each of the items above we describe the working conditions and general situation of the drivers based on the answers provided in the survey.

Of the five aspects listed, only non-compliance with driving and resting time rules and the use of payment per kilometre are illegal. The other aspects may indicate that illegal cabotage takes place or that the working conditions of the drivers are tough.

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### 2.1 In Denmark for more than seven days

About one in twenty-five (4%) of the drivers stated that they had been in Denmark for more than one week without crossing any national borders.

Table 13: How long have you been in Denmark this time without crossing any borders with neighbouring countries?

	Number	%
<b>Seven days or less</b>	177	96%
<b>More than seven days</b>	7	4%
<b>Total</b>	184	100%

**Note:** Based on recoding of previous questions.

Since only seven drivers had been in Denmark for more than seven days, the group is too small for any detailed analysis across background variables.

It is possible that some drivers circumvent the rule on stays in Denmark for more than seven days by driving to Germany occasionally. We have therefore looked at the correlation between the places the drivers stated they would drive most of the time and the duration of their stays in Denmark. Table 14 shows a cross-tabulation between the countries in which the drivers drove most and the number of days they had been in Denmark. However, overinterpretation of the results should be avoided because of the low number of responses.

Table 14: Drivers broken down by the countries in which they drove the most and the duration of their stays in Denmark

How many days have you been in Denmark?				
	Score	1 day	2 days	3 days or more
<b>Denmark</b>	1	28	11	18
	2	14	20	12
	3	11	3	2
<b>Norway</b>	2	1	1	0
	3	4	4	3
<b>Sweden</b>	1	7	3	3
	2	5	2	4
	3	1	2	4
<b>Finland</b>	3	1	1	0

<b>Germany</b>	1	20	18	15
	2	18	10	12
	3	2	3	4
<b>Netherlands</b>	1	1	3	1
	2	7	0	0
	3	7	5	4
<b>Belgium</b>	1	2	0	0
	2	0	1	1
	3	8	4	2
<b>France</b>	1	2	4	2
	2	7	1	4
	3	4	3	4
<b>Austria</b>	2	0	2	2
	3	1	3	5
<b>Italy</b>	1	4	0	0
	2	0	1	0
	3	2	1	0
<b>United Kingdom</b>	1	0	1	0
	2	1	0	2
	3	2	1	0
<b>Poland</b>	3	0	1	2
<b>Czech Republic</b>	2	1	0	0

**Note:** n=142. Number of days recoded to the median, upper and lower quartile. The colours are determined by value: green = high; red = low. Scores: 1 = driving most in; 3 = driving least in.

Questions: In which countries have you driven most this year? How long have you been in Denmark this time without crossing any national borders?



## 2.2 More than two weeks since the driver was in his home country

The vast majority of the drivers (88%) had been away from their home country for more than two weeks, the number who stated this being 147, which is a sufficiently high number for statistical analysis.

*Table 15: How many weeks have passed since you were last in your home country?*

	Number	%
<b>Two weeks or less</b>	21	13%
<b>More than two weeks</b>	147	88%
<b>Total</b>	168	100%

There is no systematic pattern as to whether the drivers who had been away for more than two weeks were independent hauliers or employees of a company. Table 16 shows that the vast majority of the drivers had been away from their home country for more than two weeks and that the majority of them were employed by a company; 79% (130) of the respondents had been away for more than two weeks and were employed by a company.

*Table 16: Number of weeks since the drivers had been in their home country broken down by type of employment*

How many weeks have passed since you were last in your home country?		I drive a lorry that I own, lease or rent	I am employed by a company	Total
<b>Two weeks or less</b>	Number	2	18	20
	%	1%	11%	12%
<b>More than two weeks</b>	Number	14	130	144
	%	9%	79%	88%
<b>Total</b>	Number	16	148	164
	%	10%	90%	100%

**Note:** Cell percentage. Questions: How many weeks have passed since you were last in your home country? How are you employed?

There is a small difference between the drivers who had been away from their home country for more than two weeks and the other drivers in terms of the size of the companies they worked for. Once again, it has a major impact on the outcome that the vast majority of drivers had been away from their home country for more than two weeks.

Table 17: Weeks since the drivers had been in their home country, broken down by company size.

		Fewer than 10 employees	10 - 49	50 or more	Total
<b>2 weeks or less</b>	Number	10	2	8	20
	%	6%	1%	5%	12%
<b>More than 2 weeks</b>	Number	59	34	49	142
	%	36%	21%	30%	88%
<b>Total</b>	Number	69	36	57	162
	%	43%	22%	35%	100%

**Note:** Cell percentage. Questions: How many weeks have passed since you were last in your home country? How large is the company you work for?

There is no difference between the drivers who had not been in their home country for more than two weeks and the rest of the drivers in terms of the country in which their employer was based. The figures show that the group of drivers who had been away for more than two weeks is similar to the respondents in general. One example of this is that 19 (12%) of the drivers had employers based in Denmark, and that all 19 had been away from their home country for more than two weeks. An interesting observation is that drivers from Bulgaria seem to be back in their home country more frequently than other drivers: 40% of all the drivers had an employer based in Denmark, but only 33% of drivers based in Bulgaria had been away for more than two weeks.

*Table 18: Number of weeks since the drivers were last in their home country, broken down by the countries in which their employers were based.*

		Two weeks or less	More than two weeks	Total
<b>Romania</b>	Number	8	49	57
	%	5%	31%	36%
<b>Bulgaria</b>	Number	10	53	63
	%	6%	33%	40%
<b>Macedonia</b>	Number	0	11	11
	%	0%	7%	7%
<b>Denmark</b>	Number	0	19	19
	%	0%	12%	12%
<b>Other country</b>	Number	2	7	9
	%	1%	4%	6%
<b>Total</b>	Number	20	139	159
	%	13%	87%	100%

**Note:** Cell percentage. The respondents must have answered both questions to be included in the cross-tabulation. Questions: How many weeks have passed since you were last in your home country? Where is your employer based?

As regards drivers who had been away from their home country for a long time, there is no difference between them in terms of whether they were contacted by the company in which they were employed or by others.

Table 19: Weeks since the drivers were in their home country, broken down by contact channel

		The company in which I am employed	A company in which I am not employed	Don't know	Total
<b>Two weeks or less</b>	Number	14	6	0	20
	%	9%	4%	0%	12%
<b>More than two weeks</b>	Number	105	31	7	143
	%	64%	19%	4%	88%
<b>Total</b>	Number	119	37	7	163
	%	73%	23%	4%	100%

**Note:** Questions: Who contacts you to let you know where and when your next transport job will be? How many weeks have passed since you were last in your home country?

The drivers who had been away from their home country for more than two weeks received monthly pay that was higher than that received by the other drivers. The proportion of drivers in the EUR 1,600–1,900 pay bracket was 37% for drivers who had been away for more than two weeks. For all drivers, the proportion was 31% (see the preceding section), while it was 18% for drivers who had been away for less than two weeks. The correlation between income and time away from the home country suggests that pay levels are higher for drivers who are away more than two weeks. However, the number of respondents is so low that a great deal of uncertainty applies to the distribution.

Table 20: Weeks since the drivers had been in their home country, broken down by income level

		€100-500	€600-1000	€1100-1500	€1600-1900	€2000+	Total
<b>2weeks or less</b>	Number	3	3	5	3	3	17
	%	18%	18%	29%	18%	18%	100%
<b>More than 2 weeks</b>	Number	8	4	52	42	9	115
	%	7%	3%	45%	37%	8%	100%
<b>Total</b>	Number	11	7	57	45	12	132
	%	8%	5%	43%	34%	9%	100%

Note: Questions: How much did you earn in September? How many weeks have passed since you were last in your home country?

The background variables clearly show that there is no significant difference between the two groups of drivers. However, they suggest that, for long-haul lorry drivers from Bulgaria and Romania, part of the job is to be away from home for more than two weeks.

## 2.3 Driving empty lorries into Denmark

According to current rules and regulations, lorries entering Denmark should in principle always be carrying goods. In order to shed light on actual driving practices, we asked the drivers how often they are carrying goods in their lorries when they enter Denmark. The answers are set out in Table 21 below.

*Table 21: Are you always carrying goods in the lorry when you enter Denmark?*

	Number	Percentage
<b>Always</b>	169	77%
<b>Almost always (80-95% of the times)</b>	42	19%
<b>Often (60-79%)</b>	4	2%
<b>Half of the time (40-59%)</b>	2	1%
<b>Occasionally (20-39%)</b>	1	0%
<b>Rarely (5-19%)</b>	1	0%
<b>Total</b>	219	100%

A certain percentage of the respondents were not always carrying goods in the lorry when entering Denmark. In order to analyse this further, we distinguish in the text below between drivers who were always carrying goods into Denmark and drivers who were not always doing so. The table shows the breakdown of the drivers in the two categories.

Table 22: Are you always carrying goods in your lorry when you enter Denmark? (Recoded)

	Number	Percentage
<b>Not always carrying goods when entering Denmark</b>	50	23%
<b>Always carrying goods when entering Denmark</b>	169	77%
<b>Total</b>	219	100%

**Note:** Recoded. The 'Always carrying goods when entering Denmark' category corresponds to the response 'always' to the preceding question. The other categories are combined in the response 'Not always carrying goods when entering Denmark'.

The recoded variable shows that 77% (169) of the drivers were always carrying goods in their lorry when entering Denmark and that 23% sometimes entered Denmark without carrying goods.

Since these two segments are relatively large, we take a closer look at them in the tables below.

Table 23: Carrying of goods broken down by type of employment

		I drive a lorry that I own, lease or rent	I am employed in a company	Total
<b>Not always carrying goods in the lorry when entering Denmark</b>	Number	4	45	49
	%	8%	92%	100%
<b>I am always carrying goods in the lorry when entering Denmark</b>	Number	19	145	164
	%	12%	88%	100%
<b>Total</b>	Number	23	190	213
	%	11%	89%	100%

**Note:** Question: How are you employed?

The table above shows that drivers employed in a company were 4% more likely to not always be carrying goods in the lorry when entering Denmark. The group of drivers who drove their own lorry is relatively small and it is therefore uncertain whether the likelihood of drivers entering Denmark in empty lorries applies to all drivers in general.

Table 24: Carrying of goods broken down by company size

		Fewer than 10 employees	10 - 49	50+	Total
<b>Not always carrying goods when entering Denmark</b>	Number	20	13	15	48
	%	42%	27%	31%	100%
<b>Always carrying goods when entering Denmark</b>	Number	68	36	59	163
	%	42%	22%	36%	100%
<b>Total</b>	Number	88	49	74	211
	%	42%	23%	35%	100%

**Note:** Question: How large is the company you work for?

The proportion of drivers working for large companies who stated that they were not always carrying goods in the lorry when entering Denmark is approximately 20% (15 out of 75). For all companies as a whole the proportion is about 23%, which means that drivers working for large companies drive empty lorries into Denmark less frequently.

Table 25 below shows whether there are differences between drivers with an employer based in Denmark and drivers whose employer is based in another country in terms of how often they drive empty lorries into Denmark. The proportion of drivers with an employer based in Denmark is slightly higher than the proportion of drivers with an employer based in another country. In addition, a slightly higher number of respondents whose employer was based in Romania stated that they drove empty lorries into Denmark. However, the differences are not significant.

Table 25: Goods carriage broken down by countries in which employers are based

	Not always carrying goods in the lorry when entering Denmark		Always carrying goods in the lorry when entering Denmark		Total	
	Number	%	Number	%	Number	%
<b>Romania</b>	23	48%	60	38%	83	40%
<b>Bulgaria</b>	13	27%	63	40%	76	37%
<b>Macedonia</b>	2	4%	10	6%	12	6%
<b>Denmark</b>	6	13%	18	11%	24	12%
<b>Other country</b>	4	8%	7	4%	11	5%
<b>Total</b>	48	100%	158	100%	206	100%

**Note:** n= 206. Chi2 = 5.577. P value = 0.350. Question: In which country is your employer based?

There is a small difference between the communication channels used in relation to drivers entering Denmark in empty lorries.

Table 26: Goods carriage broken down by source of contact with drivers

		The company in which I am employed	A company in which I am not employed	Don't know	Total
		<b>Not always carrying goods when entering Denmark</b>	Number	32	14
	%	67%	29%	4%	100%
<b>Always carrying goods when entering Denmark</b>	Number	130	27	5	162
	%	80%	17%	3%	100%
<b>Total</b>	Number	162	41	7	210
	%	77%	20%	3%	100%

**Note:** Question: How are you employed?



13% (4) of the drivers who had an income of EUR 100-500 and 41% (13) of the drivers who had an income of EUR 1600-1900 stated that they were not always carrying goods in the lorry when entering Denmark. These percentages are 5% and 9% higher than indicated by the distribution of income, which means that the two segments are more likely to not always be carrying goods in the lorry when entering Denmark. However, the differences relate to relatively small groups of drivers, and the trend is therefore too uncertain to be considered statistically significant.

Table 27: Goods carriage broken down by pay level

Euro	Not always carrying goods when entering Denmark		Always carrying goods when entering Denmark		Total	
	Number	%	Number	%	Number	%
<b>100-500</b>	4	13%	10	7%	14	8%
<b>600-1000</b>	3	9%	10	7%	13	8%
<b>1100-1500</b>	10	31%	64	46%	74	43%
<b>1600-1900</b>	13	41%	41	29%	54	32%
<b>2000+</b>	2	6%	14	10%	16	9%
<b>Total</b>	32	100%	139	100%	171	100%

**Note:** Chi<sup>2</sup> = 3.799, P value = 0.434. Question: How much did you earn in September? Please circle the nearest EUR 100 amount.

A general observation is that it appears that 50% of the drivers who were not always carrying goods in their lorry when entering Denmark paid tax in Romania and a little more than 40% paid tax in Bulgaria. These percentages are relatively close to the percentages for the driver respondents as a whole.

There is a small preponderance of Romanian taxpayers, but the validity of this is debatable since it only reflects a difference of six respondents.

Table 28: Carriage of goods broken down by the countries in which tax is paid

Where does the driver pay tax?	Not always carrying goods when entering Denmark		Always carrying goods when entering Denmark		Total	
	Number	%	Number	%	Number	%
<b>Bulgaria</b>	19	39%	83	51%	102	48%
<b>Romania</b>	25	51%	64	39%	89	42%
<b>Macedonia</b>	1	2%	0	0%	1	0%
<b>Other country</b>	2	4%	6	4%	8	4%
<b>I don't pay tax</b>	0	0%	2	1%	2	1%
<b>Don't know</b>	2	4%	8	5%	10	5%
<b>Total</b>	49	100%	163	100%	212	100%

**Note:** Respondents could state that they paid tax in Denmark, but none of them did. The category has therefore been deleted in this table. Question: I pay tax in ....

## 2.4 Pressure from employers and self-reported contraventions

### 2.4.1 Directly reported contraventions

Table 29: Within the past two weeks, have you...?

	Yes	%	No	%
<b>Failed to comply with maximum driving hours</b>	19	45%	23	55%
<b>Been driving for more than 4.5 hours without resting</b>	7	17%	35	83%
<b>Failed to take your daily rests</b>	6	14%	36	86%
<b>Failed to take your weekend rests</b>	17	40%	25	60%

**Note:** n=42

The table shows the number of drivers who stated they had failed to comply with one of the four rules on driving and resting hours. The number of drivers answering

this question was lower than the number of drivers answering the other questions, which is probably due to the sensitive nature of the question.

The answers suggest that the drivers in question mainly failed to comply with the rules on maximum daily driving hours and the requirement of weekend rests: 45% (19 drivers) and 40% (17 drivers) respectively stated that they had failed to comply with those two rules.

Table 30: Has your employer or a forwarding agent asked you to break the rules on driving and resting times within the past month?

	Number	Percentage
<b>Yes</b>	29	13%
<b>No</b>	186	87%
<b>Total</b>	215	100%

More drivers have answered the question of whether their employer or a forwarding agent had asked them to break the rules on driving and resting hours: 186 (87%) of the respondents had not been asked by their employer to break the rules, but more than 10% (29) of the drivers interviewed stated that their employer or a forwarding agent had urged them to break the rules.

Table 31: Employer pressure broken down by number of contraventions of the rules on driving and resting hours

Non-compliance with resting time rules				
		No	Yes	Total
<b>Employer pressure</b>	Yes	46	22	68
	No	73	27	100
	<b>Total</b>	119	49	168

**Note:** The total is based on the number of respondents. Non-compliance numbers reflect recoding of the question 'Within the past two weeks, have you ...'

Employer pressure on drivers to break the rules on driving and resting times appears to make the drivers break those rules. Table 31 shows that about 32% of the drivers on whom employers exerted pressure broke the rules, while only about 27% of those who did not experience any pressure did so.

Pressure exerted on drivers to make them break the resting time rules does not seem to have any influence on the number of days the drivers stay in Denmark. The table below shows that 4% of them had been in Denmark for more than seven days, and that this percentage is consistent with the percentage for drivers who had not been under pressure from their employer. However, it may also testify to a relatively low number of drivers staying in Denmark for more than seven days.

Table 32: Employer pressure broken down by the number of days the drivers had been in Denmark.

		How long have you been in Denmark?	Seven days or less	More than seven days	Total
<b>Employer pressure</b>	Yes		22	1	23
			96%	4%	100%
	No		152	6	158
			96%	4%	100%
	Total		174	7	181
			96%	4%	100%

**Note:** Questions: How long have you been in Denmark this time without crossing any borders with neighbouring countries? Has your employer or a forwarding agent asked you to break the rules on driving and resting time within the past month? N is not completely consistent with previous tables as respondents who did not answer both questions have been omitted.

Employer pressure on drivers to make them break the rules on driving and resting time seems to be related to the number of weeks passing between the drivers being in their home country: 95% (20) of the drivers who reported they had experienced employer pressure were away from their home country for more than two weeks. For the entire group of respondents, the percentage is 88% (146) of the drivers who had been away from their home country for more than two weeks. However, the differences are not statistically significant.

Table 33: Employer pressure broken down by the number of weeks that had passed since the drivers were last in their home country

		Weeks that have passed since last in home country	Two weeks or less	More than two weeks	Total
<b>Employer pressure</b>	Yes		1	20	21
			5%	95%	100%
	No		19	126	145
			13%	87%	100%
	Total		20	146	166
			12%	88%	100%

**Note:** How many weeks have passed since you were last in your home country? Has your employer or a forwarding agent asked you to break the rules on driving and resting time within the past month? N is not fully consistent med previous tables as respondents who did not answer both questions have been eliminated. Significance test:  $\chi^2 = 1.204$ , P value = 0.272

Employer pressure on drivers to make them break the rules on driving and resting times does not seem to have any influence on whether the drivers are always carrying goods in their lorry when they enter Denmark. The drivers who had experienced employer pressure generally gave the same answer to the question 'Are you always carrying goods .....?' as the drivers who had not experienced any employer pressure.

Table 34: Employer pressure broken down by carrying and non-carrying of goods in lorries when entering Denmark

		Not always carrying goods when entering Denmark	Always carrying goods when entering Denmark	Total
<b>Employer pressure</b>	Yes	7	22	29
		24%	76%	100%
	No	43	142	185
		23%	77%	100%
	Total	50	164	214
		23%	77%	100%

**Note:** Are you always carrying goods in your lorry when entering Denmark? Has your employer or a forwarding agent asked you to break the rules on driving and resting times within the past month? N is not fully consistent with previous tables as respondents who did not answer both questions have been omitted.

As regards a potential correlation between drivers who had experienced pressure by their employers and those drivers being paid on a kilometre basis, the responses suggest that 21% (6) of the drivers who had experienced pressure from employers to break the rules on driving and resting times were also paid on the basis of kilometres driven. This also suggests that drivers exposed to such pressure are more likely to be paid on the basis of kilometres driven. However, since this only applies to six out of 29 respondents in the survey, the correlation is not particularly robust.

Table 35: Employer pressure broken down by drivers paid on the basis of kilometres driven and other drivers

Paid by kilometre?		No	Yes	Total
<b>Employer pressure</b>	Yes	23	6	29
		79%	21%	100%
	No	153	27	180
		85%	15%	100%
	Total	176	33	209
		84%	16%	100%

**Note:** How are you paid? Has your employer or a forwarding agent asked you to break the rules on driving and resting times within the past month? N is not fully consistent with previous tables as respondents who did not answer both questions have been omitted.

## 2.5 Payment on the basis of kilometres driven

According to applicable legislation, payment on the basis of kilometres driven should no longer be used. Nevertheless 16% (35) of the respondents reported that they are still paid in that way.

Table 36: How are you paid?

	Number	Percentage of drivers
<b>Fixed monthly salary/basic pay</b>	118	55%
<b>Fixed wages on days of driving</b>	41	19%
<b>Kilometre-based payment</b>	35	16%
<b>Subsistence allowances</b>	65	31%
<b>Other</b>	8	4%
<b>Total</b>	213	1

**Note:** The drivers could indicate more than one type of payment method, which means that the sum of responses exceeds 213, which is the number of respondents who answered the question.

### 3 Drivers having an employer based in Denmark or receiving instructions from Denmark

In this section we look specifically at the characteristics of drivers whose employers are based in Denmark or who receive instructions from Denmark. The correlation between the employer's base and the number of weeks that have passed since the drivers were last in their home country is explained elsewhere in this report (see Table 18). Similarly, the correlation between the country in which the employer is based and the likelihood of drivers bringing empty lorries into Denmark has already been explained (see Table 25). These correlations will not be described again in this section.

The table below shows the correlation between the country in which the employer is based and the origin of instructions to the drivers. The table shows that 46% (11) of the drivers who had an employer based in Denmark also received instructions from Denmark. Of the drivers whose employers were based in Romania, 37% (30) received their instructions from Denmark.



Table 37: Source of instructions broken down by employer base

Employer base												
Where is the person who issues instructions to you based?		Romania		Bulgaria		Macedonia		Denmark		Other country		Total
	Bulgaria, Romania or Macedonia	51	63%	66	86%	12	100%	12	50%	1	9%	139
	Eastern or Southern Europe	0	0%	0	0%	0	0%	1	4%	0	0%	1
	Denmark	30	37%	11	14%	0	0%	11	46%	4	7%	56
	Another country in Northern or Western Europe	1	1%	1	1%	0	0%	0	0%	6	75%	8
	Total	81	100%	77	100%	12	100%	24	100%	11	5%	202

**Note:** The percentages do not add up to 100 in all cases, as some of them are rounded. Questions: Where is the person who issues instructions to you based? Where is your employer based?

Significance test:  $\chi^2 = 168.919$ , P value= 0000

Table 38: Scores indicating the country in which the drivers drove most, broken down by country in which instructions are issued. Percentage of total score.

	Score	Denmark	Other than Denmark
<b>Denmark</b>	1	34%	66%
	2	24%	76%
	3	24%	76%
<b>Norway</b>	2	0%	100%
	3	25%	75%
<b>Sweden</b>	1	14%	86%
	2	9%	91%
	3	11%	89%
<b>Finland</b>	3	0%	100%
<b>Germany</b>	1	21%	79%
	2	33%	67%
	3	11%	89%
<b>Netherlands</b>	1	0%	100%
	2	29%	71%
	3	22%	78%
<b>Belgium</b>	1	50%	50%
	2	0%	100%
	3	31%	69%
<b>France</b>	1	13%	88%
	2	17%	83%
	3	43%	57%
<b>Austria</b>	2	20%	80%
	3	10%	90%
<b>Italy</b>	1	0%	100%
	2	100%	0%
	3	25%	75%
<b>United Kingdom</b>	1	0%	100%
	2	0%	100%
	3	0%	100%
<b>Poland</b>	3	0%	100%
<b>Hungary</b>	2	0%	100%

**Note:** n=154 Scores 1-3, where 1 indicates the country in which the drivers had driven most. No respondent reported the Czech Republic or the Baltic countries in response to this question. Questions: 'In which countries have you driven most this year?' and 'In which country is the person issuing instructions to you based?' Recoded to split responses into instructions from Denmark and instructions from countries other than Denmark.

According to the table above, most of the drivers interviewed mainly drove in Denmark and Germany, which corresponds to the pattern for all the drivers as a whole. This means that there is no correlation between the country from which the drivers received instructions and the countries in which they drove.

There is a small indication of drivers receiving instructions from Bulgaria, Romania or Macedonia driving slightly more frequently in the Netherlands. However, this difference is based on a relatively low number of respondents (10) who scored the Netherlands as number three out of the countries in which they drove most.

The table below shows the number of drivers who had experienced pressure from their employer to make them break the rules on driving and resting times broken down by the countries from which the drivers received instructions: 14% (20) of the drivers who received instructions from Bulgaria, Romania or Macedonia had experienced employer pressure. The proportion of drivers who had experienced employer pressure was higher for drivers who received instructions from Denmark than for drivers who received instructions from other countries; see Table 39. Of the drivers who received instructions from Denmark, 16% had been subjected to pressure, as compared with the overall percentage of 14%. However, the difference is not statistically significant, mainly because of the low number of respondents in each cell, which is probably due to the sensitive nature of the subject.

*Table 39: Employer pressure broken down by the countries from which instructions were issued*

Where is the person who issues instructions to you based?	Yes		No		Total
	Number	%	Number	%	
<b>Bulgaria, Romania or Macedonia</b>	20	14%	127	86%	147
<b>Another country in Eastern or Southern Europe</b>	0	0%	1	100%	1
<b>Denmark</b>	9	16%	47	84%	56
<b>Another country in Northern or Western Europe</b>	0	0%	6	100%	6
<b>Total</b>	29	14%	181	86%	210

**Note:** Questions: Where is the person who issue instructions to you based? Has your employer or a forwarding agent asked you to break the rules on driving and resting times within the past month? Significance test  $\chi^2 = 6.509$ , which gives a P value of 0.164 for the model as a whole.

Table 40: Self-reported contravention of rules broken down by the country from which instructions were issued.

	Bulgaria Romania or Macedonia		Denmark		Another country in Europe		Total
	Number	%	Number	%	Number	%	Number
<b>Non-compliance with maximum daily driving hours</b>	15	52%	4	36%	0	0%	19
<b>Non-compliance with the rule of not driving more than 4.5 hours without a break</b>	5	17%	1	9%	1	100%	7
<b>Failure to take daily rests</b>	5	17%	1	9%	0	0%	6
<b>Failure to take weekend rests</b>	9	31%	7	64%	0	0%	16
<b>Total</b>	29	100%	11	100%	1	100%	41

**Note:** N is not fully consistent with previous tables as respondents who did not answer both questions have been omitted. Questions: In which country is the person who issues instructions to you based? Within the past two weeks, have you ...?

The interpretation of this table is relatively uncertain because of the low number of respondents in the various categories. The general picture is that the number of drivers who received instructions from Denmark and failed to take their weekend rests is relatively higher: 68% (7). There are also indications that drivers who received instructions from Bulgaria, Romania or Macedonia would fail to comply with the rules on daily driving hours more frequently in relative terms: 62% (15). This interpretation is based on the assumption that the respondents did not take into account which national rules on resting times they failed to comply with.

Table 41: Employer pressure broken down by the countries in which employers were based

	Yes		No		Total
	Number	%	Number	%	Number
<b>Romania</b>	19	23%	62	77%	81
<b>Bulgaria</b>	8	11%	68	89%	76
<b>Macedonia</b>	1	8%	11	92%	12
<b>Denmark</b>	1	4%	22	96%	23
<b>Other country</b>	0	0%	9	100%	9
<b>Total</b>	29	14%	172	86%	201

**Note:** In which country is your employer based? Has your employer or a forwarding agent asked you to break the rules on driving and resting times within the past month?

Table 42: Self-reported contravention of rules broken down by the countries in which the employer was based

		Non-compliance with maximum daily driving hours	Non-compliance with the rule of not driving more than 4.5 hours without a break	Failure to take daily rests	Failure to take weekend rests	Total
<b>Romania</b>	Number	10	4	4	12	24
	%	42%	17%	17%	50%	100%
<b>Bulgaria</b>	Number	5	1	1	3	10
	%	50%	10%	10%	30%	100%
<b>Macedonia</b>	Number	1	0	1	1	3
	%	33%	0%	33%	33%	100%
<b>Denmark</b>	Number	2	1	0	0	2
	%	100%	50%	0%	0%	100%
<b>Other country</b>	Number	0	1	0	0	1
	%	0%	100%	0%	0%	100%
<b>Total</b>	Number	18	7	6	16	40
	%	45%	18%	15%	40%	100%

**Note:** Questions: In which country is your employer based? Within the past two weeks, have you ...? N is not fully consistent with previous tables as respondents who did not answer both questions have been omitted.

The table shows how many drivers reported that they had violated one of the rules mentioned within the preceding two weeks. As the table covers only 40 respondents, some uncertainty is associated with the numbers, particularly with regard to the countries where only a very few drivers stated they were based: Denmark, Macedonia and a third country.

As a whole, there does not seem to be any great difference between the type of contraventions relative to the country in which the employer was based. Most variations seen between countries are based on a low number of respondents.

The table below shows how the drivers were paid broken down by the countries in which instructions were issued. There is basically no great differences in the type of pay that can be related to the origin of instructions. As compared with the drivers in general, a slightly higher percentage of drivers – 35% (29) – who received instructions from Denmark received subsistence allowances.

*Table 43: Types of pay broken down by the countries in which instructions were issued*

		Bulgaria, Romania or Macedonia	Eastern or Southern Europe	Den- mark	Another country in Northern or Western Europe	Total
<b>Fixed monthly salary/ basic pay</b>	Number	78	0	35	5	118
	%	46%	0%	42%	42%	44%
<b>Fixed wages on driving days</b>	Number	34	0	7	0	41
	%	20%	0%	8%	0%	15%
<b>Kilometre-based pay</b>	Number	21	0	12	2	35
	%	12%	0%	14%	17%	13%
<b>Subsistence allowances</b>	Number	31	1	29	4	65
	%	18%	100%	35%	33%	24%
<b>Other</b>	Number	6	0	1	1	8
	%	4%	0%	1%	8%	3%
<b>Total</b>	Number	170	1	84	12	267

**Note:** N adds up to 267 as the drivers could report more than one pay type. Questions: In which country is the person who issues instructions to you based? How are you paid for your work?

Table 44 shows drivers' income in September broken down by the countries from which they received their instructions: 44% (20) of the drivers who received their instructions from Denmark earned between 1600 and 1900 euros. In the group of drivers as a whole only 31% (31) were in the same income bracket. In contrast, sixty-one (51%) of the drivers who received their instructions from Bulgaria, Romania or Macedonia were paid only between 1100 and 1500 euros a month. Consequently it can be established that drivers who received instructions from Denmark generally had a higher income than the other drivers.

*Table 44: Self-reported income broken down by the countries from which instructions were received*

Euros		Bulgaria, Romania or Macedonia	Eastern or Southern Europe	Denmark	Another country in Northern or Western Europe	Total
100-500	Number	10	0	2	1	13
	%	8%	0%	4%	17%	8%
600-1000	Number	11	0	3	0	14
	%	9%	0%	7%	0%	8%
1100-1500	Number	61	0	14	0	74
	%	51%	0%	31%	0%	44%
1600-1900	Number	30	1	20	3	53
	%	25%	100%	44%	50%	31%
2000+	Number	8	0	6	2	16
	%	7%	0%	13%	33%	9%
Total	Number	120	1	45	6	170
	%	100%	100%	100%	100%	100%

**Note:** In which country is the person who give you instructions based? How much did you earn in September? Please circle the nearest 100 euro amount..



Table 45: Number of weeks since the drivers were last in their home country broken down by the countries from which instructions were received.

	Two weeks or less		More than two weeks		Total	
	Number	%	Number	%	Number	%
<b>Bulgaria, Romania or Macedonia</b>	15	14%	96	86%	111	100%
<b>Eastern or Southern Europe</b>	0	0%	1	100%	1	100%
<b>Denmark</b>	3	6%	45	94%	48	100%
<b>Another country in Northern or Western Europe</b>	1	20%	4	80%	5	100%
<b>Total</b>	19	12%	146	88%	165	100%

**Note:** In which country is the person who gives you instructions based? How many weeks have passed since you were last in your home country? Significance test:  $\chi^2 = 3.578$ , P value = 0.466

Table 45 presents a clear picture of drivers receiving instructions from Denmark spending more time away from their home country than all the drivers as a whole, in relative terms. Only 3 (6%) of these drivers reported being away for less than two weeks, while 14% (15) of the drivers who received instructions from Bulgaria, Romania or Macedonia stated that they returned home after two weeks or less. However, the correlation is not statistically significant.

Table 46: Carrying of goods broken down by the country in which instructions to drivers originated

		Not always carrying goods when entering Denmark	Always carrying goods when entering Denmark	Total
<b>Bulgaria, Romania or Macedonia</b>	Number	29	119	148
	%	20%	80%	100%
<b>Another country in Eastern or Southern Europe</b>	Number	0	1	1
	%	0%	100%	0%
<b>Denmark</b>	Number	18	38	56
	%	32%	68%	100%
<b>Another country in Northern or Western Europe</b>	Number	2	6	8
	%	25%	75%	100%
<b>Total</b>	Number	49	164	213
	%	23%	77%	100%

**Note:** Questions: In which country is the person giving you instructions based? Are you always carrying goods in your lorry when entering Denmark?  $\text{Chi}^2 = 6.954$ , P value = 0.138.

The table above shows whether the drivers were always carrying goods in their lorry when entering Denmark broken down by the country from which they received instructions. The table shows that 32% (18) of the drivers who received instructions from Denmark were not always carrying goods in the lorry when entering Denmark. This is a higher proportion than that of drivers who received instructions from other countries (25%). However, the correlation is only significant at the 0.1 level.

## 4 The social and working conditions of the drivers

In this section we will describe the social and working conditions of the drivers. We will primarily look more closely at the sickness and unemployment benefits of the respondents and then examine the share of healthcare and unemployment insurance that is paid by their employers. Finally, we will outline the pay conditions of the drivers.

### 4.1 Healthcare and unemployment insurance

Table 47 shows the countries that the drivers stated to be those in which they were eligible for benefits in case of sickness or unemployment. The vast majority of the drivers (89%) expected to be eligible for benefits in either Bulgaria or Romania.

Only four drivers (2%) reported that they expected to receive benefits from Denmark in the event of unemployment or sickness. It is interesting to note that no driver indicated paying tax in Denmark (see Table 5) and that there were nevertheless drivers who expected to receive benefits from Denmark.

Table 47: From which country would you be eligible for benefits in the event of sickness or unemployment?

	Number	%
<b>Bulgaria</b>	94	45%
<b>Romania</b>	92	44%
<b>Macedonia</b>	7	3%
<b>Denmark</b>	4	2%
<b>Other</b>	11	5%
<b>Total</b>	207	100%

**Note:** The drivers could indicate more than one country

89% (186) of the drivers interviewed expected to be eligible for benefits from either Bulgaria or Romania in the event of sickness or unemployment. Given this, we found it relevant to look at the countries in which those drivers drove. The other groups of drivers make up such a small sub-segment that further analysis of the countries in which they drove would not be meaningful.

Table 48: Correlation between the country from which drivers expected to receive benefits in the event of sickness or unemployment and the countries in which they drove most. Percentage.

Country from which the drivers expect to receive benefits				
	Score	Bulgaria	Romania	Total
<b>Denmark</b>	1	39%	61%	57
	2	64%	36%	39
	3	73%	27%	15
<b>Norway</b>	3	60%	40%	10
<b>Sweden</b>	1	50%	50%	12
	2	44%	56%	9
	3	80%	20%	5

<b>Finland</b>	3	0%	100%	1
<b>Germany</b>	1	56%	44%	45
	2	50%	50%	42
	3	50%	50%	8
<b>Netherlands</b>	1	33%	67%	3
	2	33%	67%	3
	3	57%	43%	14
<b>Belgium</b>	1	50%	50%	2
	2	100%	0%	1
	3	36%	64%	11
<b>France</b>	1	88%	13%	8
	2	45%	55%	11
	3	42%	58%	12
<b>Austria</b>	2	100%	0%	4
	3	50%	50%	8
<b>Italy</b>	1	50%	50%	4
	2	0%	100%	1
	3	0%	100%	4
<b>United Kingdom</b>	1	0%	100%	1
	2	33%	67%	3
	3	100%	0%	3
<b>Poland</b>	3	100%	0%	3
<b>Hungary</b>	2	0%	100%	1

**Note:** n=138. Scores between 1 and 3 to indicate the countries in which the drivers drove most, 1 being the country in which they drove most and 3 being the country ranking as number 3 in terms of driving time. Questions: In which countries have you driven most this year? In which country would you be eligible for benefits if you became sick or unemployed?

The results set out in Table 48 suggest that the drivers who believed they would be eligible for benefits in Romania drive more in Denmark than the drivers who believed they would be eligible for benefits in Bulgaria: 61% (35) of the drivers who expected to receive benefits from Romania reported that Denmark was the country in which they drove most. In contrast, the drivers who expected to receive benefits from Bulgaria indicated that Denmark was the country in which they drove second-most or third-most. This suggests that the drivers affiliated with Bulgaria cover a wider driving range than the respondents affiliated with Romania.

However, these findings are based on relatively small groups of drivers, and generalisations regarding other drivers should therefore be made with great caution.

The table below illustrates the correlation between the countries in which the drivers expected to be eligible for benefits in the event of sickness or unemployment, the time they had spent in Denmark and the number of weeks that had passed since they were last in their home country.

Generally, interpretation of the responses regarding expected eligibility for benefits from Denmark and Macedonia should be made with great caution, as there are only seven and four drivers in these two groups respectively. The drivers spent 2.6 days in Denmark on average without crossing any borders with neighbouring countries. Drivers from Bulgaria spent 2.7 days in Denmark. On average, the drivers who expected to receive benefits from Romania spent half a day less in Denmark than the drivers who expected to receive benefits from Bulgaria.

On average, the drivers spent seven weeks away from their home country. Respondents affiliated with Romania spent 7.4 weeks away from their home country on average, while the average time that drivers who expected to receive benefits from Bulgaria spent away from their home country was only 6.9 weeks. This suggests that drivers who expect to receive benefits from Romania are away from their home country longer than other drivers.

Table 49: Country from which the drivers expected to receive benefits in the event of sickness or unemployment

		Bulgaria	Romania	Macedonia	Denmark	Total
<b>How long have you been in Denmark this time without crossing any borders with neighbouring countries? (Days)</b>	Average	2.7	2.2	3.7	5.3	2.6
	Standard deviation	2.1	3	3.8	4.5	2.7
	Number of drivers	94	92	7	4	196
<b>How many weeks have passed since you were last in your home country?</b>	Average	6.9	7.4	4.8	5.3	7
	Standard deviation	4.8	4.5	1.6	0.5	4.6
	Number of drivers	94	92	7	4	196

**Note:** n= 196. Question: In which country would you be eligible for benefits in the event of sickness or unemployment? No respondent answered 'Another country' or answered the two other questions.



## 4.2 Employer contributions to pension plans, healthcare insurance and unemployment insurance schemes

Table 50: Number and proportion of drivers benefitting from employer contributions to ...

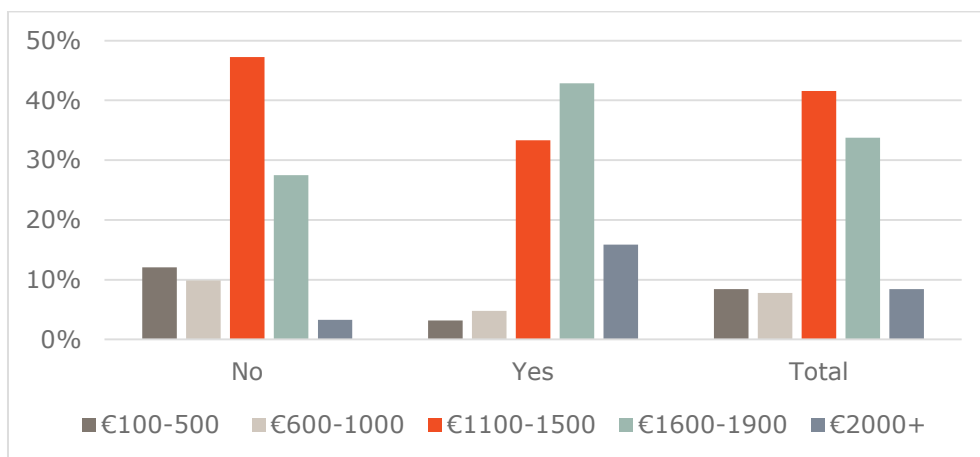
	Number	%	Total
<b>Healthcare insurance</b>	192	97%	198
<b>Unemployment insurance</b>	77	39%	198
<b>Pension plan</b>	187	92%	203

**Note:** n varies across the categories. The number is the number of respondents who answered 'yes'.  
 Questions: Does your employer contribute to your pension plan? Does your employer contribute to ...?

Table 50 shows that the majority of the drivers had employers who contributed to healthcare insurance schemes (97%) and pension plans (92%). However, only 77 (39%) of the drivers reported that their employer contributed to an unemployment insurance scheme.

In this respect it appears interesting to take a closer look at the small group of drivers whose employers paid contributions to an unemployment insurance scheme. It is plausible that there could be patterns in the categories of drivers who benefitted from such a contribution and those who did not. In contrast it appears less interesting to look at the drivers who benefitted from employer contributions to healthcare insurance and pension plans, since almost all the drivers did so.

Figure 5: Drivers benefitting from employer contributions to unemployment insurance schemes broken down by income levels in the month of September (euros).



**Note:** n= 154. It should be noted that the drop in n is due to the requirement of drivers answering both questions to be included. Questions: Does your employer pay contributions to .... your unemployment insurance? How much did you earn in September? Please circle the nearest 100 euro amount.

The figure above illustrates the incomes of drivers who benefit from employer contributions to an unemployment insurance scheme and drivers who do not. It also shows the total income distribution for all drivers.

The figure suggests that drivers with a relatively high income are likely to benefit from employer contributions to an unemployment insurance scheme: the proportion of drivers benefitting from such employer contributions is higher in the groups of drivers earning €1600 or more a month than in groups with a lower income. Almost 43% of the drivers benefitting from employer contributions earned between €1600 and €1900 a month. Among the drivers who did not benefit from employer contributions only approximately 26% earned between €1600 and €1900.

*Table 51: Employer contributions to unemployment insurance schemes broken down by country from which instructions were received.*

Does the driver benefit from employer contributions to an unemployment insurance scheme?						
Country from which instructions are received	No		Yes		Total	
	Number	%	Number	%	Number	%
<b>Bulgaria, Romania or Macedonia</b>	86	65%	47	35%	133	100%
<b>Eastern or Southern Europe</b>	1	100%	0	0%	1	100%
<b>Denmark</b>	28	56%	22	44%	50	100%
<b>Another country in Northern or Western Europe</b>	3	38%	5	63%	8	100%
<b>Total</b>	117	62%	73	38%	190	100%

**Note:** n= 190. Questions: Does your employer pay contributions to ... your unemployment insurance? Where is the person who gives you instructions based? Chi2 = 5.347, P value = 0.253

The table above suggests that drivers who receive instructions from Denmark are more likely to benefit from employer contributions to an unemployment insurance scheme: 44% (22) benefitted from employer contributions to an unemployment insurance scheme, while the percentage for the drivers as a whole is only 38%.

Forty-seven drivers (35%) who received instructions from Bulgaria, Romania or Macedonia benefitted from employer contributions to an unemployment insurance scheme.

*Table 52: Employer contributions to unemployment insurance scheme broken down by the country in which the employer was based*

<b>Does the driver benefit from employer contributions to an unemployment insurance scheme?</b>			
<b>Country in which the employer is based</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>

	Number	%	Number	%	Number	%
<b>Romania</b>	33	43%	43	57%	76	100%
<b>Bulgaria</b>	55	79%	15	21%	70	100%
<b>Macedonia</b>	10	100%	0	0%	10	100%
<b>Denmark</b>	7	35%	13	65%	20	100%
<b>Other country</b>	5	56%	4	44%	9	100%
<b>Total</b>	108	59%	75	41%	183	100%

**Note:** n=183. Does your employer pay contributions to ... your unemployment insurance? Where is your employer based?  $\chi^2 = 43.74$ , P value = 0.000

Table 52 shows the correlation between the country in which the employer is based and employer contributions to an unemployment insurance scheme. One interesting observation is that drivers whose employers are based in Romania are much more likely to benefit from employer contributions to an unemployment insurance scheme than are drivers whose employers are based in Bulgaria: 57% (43) of the drivers with an employer based in Romania benefit from employer contributions, while the percentage is only 21% (15) for drivers with employers based in Bulgaria.

Only twenty of the drivers in the survey had an employer based in Denmark, and 63% (13) of these benefitted from employer contributions.

Table 53: Employer contributions to unemployment insurance schemes broken down by the type of accommodation for the drivers

Do the drivers benefit from employer contributions to an unemployment insurance scheme?						
	No		Yes		Total	
	Number	%	Number	%	Number	%
<b>Do not always sleep in the lorry</b>	16	16%	13	20%	29	18%
<b>Always sleep in the lorry</b>	105	84%	64	80%	169	82%
<b>Total</b>	121	100%	77	100%	198	100%

Note: n=198. Question about accommodation recoded to two response categories.  $\chi^2 = 0.504$ , P value = 0.478. Questions: How are you accommodated in work periods? Does your employer contribute to... your unemployment insurance scheme?

Table 53 shows the correlation between driver accommodation and employer contributions to unemployment insurance schemes. The table does not present a clear picture as almost all drivers sleep in the lorry and only a very small group of the respondents reported that they did not. Consequently the results are insignificant. It cannot be ruled out that the results shown reflect coincidences, and they should therefore be interpreted with caution.

Table 54: Employer contributions to unemployment insurance schemes broken down by the countries in which the drivers had driven most

	Score	No	Yes	Total
<b>Denmark</b>	1	50%	46%	57
	2	32%	48%	45
	3	18%	7%	16
<b>Norway</b>	2	14%	14%	2
	3	86%	86%	12
<b>Sweden</b>	1	33%	53%	13
	2	25%	35%	9

	3	42%	12%	7
<b>Finland</b>	3	0%	100%	1
<b>Germany</b>	1	49%	57%	51
	2	41%	37%	39
	3	10%	6%	8
<b>Netherlands</b>	1	16%	22%	5
	2	21%	22%	6
	3	63%	56%	17
<b>Belgium</b>	1	22%	0%	2
	2	22%	0%	2
	3	56%	100%	13
<b>France</b>	1	30%	10%	7
	2	45%	30%	12
	3	25%	60%	11
<b>Austria</b>	2	38%	25%	4
	3	63%	75%	8
<b>Italy</b>	1	50%	100%	4
	3	50%	0%	2
<b>United Kingdom</b>	1	0%	50%	1
	2	50%	0%	2
	3	50%	50%	3
<b>Poland</b>	3	100%	100%	3

**Note:** n=139. Scores from 1 to 2 indicate the countries in which the drivers drove most, with 1 being the country in which they drove most and 3 being the country ranking third in terms of driving hours. Questions: In which countries have you driven most this year? Does your employer pay contributions to .... your unemployment insurance scheme?

The table above shows the countries in which the drivers reported having driven, broken down by employer contribution or non-contribution to an unemployment insurance scheme. Overall there are no great differences between the two groups, since the preponderance of driving hours in Germany/Denmark applies irrespective of employer contributions. One finding is that 46% of the drivers who reported that they had driven most in Denmark benefitted from employer contributions to an unemployment insurance scheme. Of the drivers who did not benefit from such employer contributions, 50% reported that they drove most in Denmark. There is thus a good indication that there is no strong correlation between the two phenomena.

Consequently, there does not appear to be any systematic correlation between the countries in which the drivers drive and whether employers contribute to insurance schemes or not. However, it cannot be ruled out that the survey captured only a certain group of drivers in the collection of data and that the picture may be different for drivers who mainly drive in other countries.

Table 55: Employer contributions to unemployment insurance schemes, broken down by the time drivers spend in Denmark and in their home country

Does your employer pay contributions to .... your unemployment insurance scheme?		How many weeks have passed since you were last in your home country?	How long have you been in Denmark this time without crossing any borders with neighbouring countries? (Days)
<b>No</b>	Average	6.7	2.6
	Number	92	99
	Standard deviation	4.2	2.3
<b>Yes</b>	Average	7.3	2.3
	Number	61	67
	Standard deviation	5.0	3.0
<b>Total</b>	Average	6.9	2.5
	Number	153	166
	Standard deviation	4.5	2.6

**Note:** Rounded to one decimal place to show differences without exaggerating data precision Question: Does your employer pay contributions to .... your unemployment insurance scheme?



Table 55 indicates the correlation between employer contributions to drivers' unemployment insurance scheme, the number of days the drivers had been in Denmark and the weeks that had passed since they were last in their home country.

The table shows that drivers whose employers paid contributions to their unemployment insurance scheme spent 2.4 days in Denmark on average and that a period of approximately 7.3 weeks would pass between their stays in their home country. On the other hand, drivers whose employers did not pay any contributions spent 2.6 days in Denmark and returned home after about 6.7 weeks.

In other words, drivers whose employers pay contributions spend a shorter time in Denmark on average, but are away from their home country longer than the group of drivers as a whole and in particular drivers whose employers paid no contributions.

### 4.3 Special pay conditions

Table 56 shows that 83% (117) of the drivers received pay during holidays, but only 31% (44) of the respondents received pay or compensation during sickness.

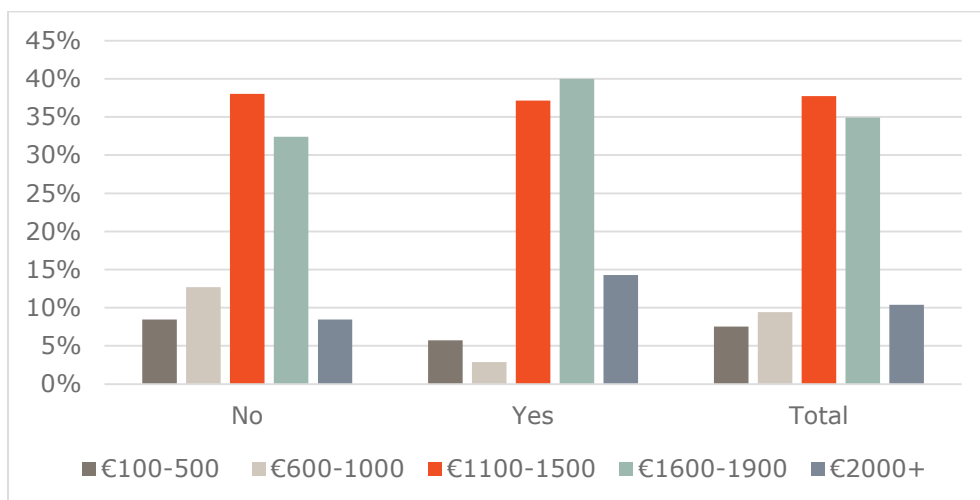
Table 56: Do you receive...

	Number	%	Total
<b>Pay during holidays</b>	117	83%	141
<b>Pay or compensation when you are sick</b>	44	31%	141

Note: n= 141. Number of respondents who answered 'yes'.

Given the above, it appears most interesting to take a closer look at the one-third of the drivers who received compensation during periods of sickness and the group of drivers who did not. This segment of respondents is particularly interesting since only a minority of the drivers received compensation during sickness, while the vast majority received pay during holidays.

Figure 6: Income broken down by compensation/non-compensation to drivers during sickness (euros).



**Note:** n= 106. Note that n drops because the drivers had to answer both questions to be included. Questions: Do you receive ... pay or compensation during sickness? How much did you earn in September? Please circle the nearest 100 euro amount.

Figure 6 illustrates the drivers' income, broken down by compensation/non-compensation during sickness. It shows that drivers who received compensation earned slightly more than other drivers: 40% of the drivers who were paid compensation during sickness earned between €1600 and €1900, which is approximately seven percentage points more than the other drivers.

However, it should be noted that the low number of respondents and the relatively small difference in group sizes mean that the correlation is uncertain. Caution should therefore be exercised in making generalisations concerning the conditions of the drivers.

*Table 57: Drivers receiving compensation during sickness broken down by the countries from which they received instructions*

Compensation during sickness						
Country from which instructions are received	No		Yes		Total	
	Number	%	Number	%	Number	%
<b>Bulgaria, Romania or Macedonia</b>	61	66%	31	34%	92	100%
<b>Eastern or Southern Europe</b>	1	100%	0	0%	1	100%
<b>Denmark</b>	28	76%	9	24%	37	100%
<b>Another country in Northern or Western Europe</b>	5	63%	3	38%	8	100%
<b>Total</b>	94	69%	42	31%	136	100%

**Note:** n= 136.  $\chi^2 = 2.703$ , P value = 0,609. Questions: Do you receive ... pay or compensation when you are sick? Where is the person giving you instructions based?

Table 57 shows the correlation between the country from which the drivers received instructions and their entitlement to compensation during sickness. Almost one in four drivers (9) who received instructions from Denmark were paid compensation during sickness. However, this proportion is lower than for drivers from Bulgaria, Romania and Macedonia, and for drivers in general, which is a matter for concern.

Only a small group of the drivers did not receive instructions from Bulgaria, Romania or Macedonia, which introduces some uncertainty into the analysis of the other groups. This uncertainty is also reflected in the fact that the correlation between the two variables is insignificant. It can therefore not be ruled out that the results are based on coincidences.

Table 58 illustrates the correlation between compensation during sickness and the country in which the employer is based. It should be noted in particular that the comment on uncertainty given in relation to the previous table also applies to this table and that any interpretation of the correlation will to some extent be uncertain.

Table 58: Compensation during sickness broken down by country in which the employer was based

Compensation during sickness						
Country in which the employer is based	No		Yes		Total	
	Number	%	Number	%	Number	%
Romania	43	75%	14	25%	57	100%
Bulgaria	32	71%	13	29%	45	100%
Macedonia	3	60%	2	40%	5	100%
Denmark	7	50%	7	50%	14	100%
Other country	5	56%	4	44%	9	100%
<b>Total</b>	<b>90</b>	<b>69%</b>	<b>40</b>	<b>31%</b>	<b>130</b>	<b>100%</b>

**Note:** n=130. Questions: Do you receive ... pay or compensation during sickness? In which country is your employer based? Chi<sup>2</sup> = 5.731, P value = 0.33

Half of the drivers (7) whose employer was based in Denmark received compensation during sickness, which was the highest proportion among all the drivers. Only 25-29% of the drivers with employers based in Romania or Bulgaria received compensation during sickness.

Table 59: Driver accommodation broken down into compensation/non-compensation during sickness

Compensation during sickness						
	No		Yes		Total	
	Number	%	Number	%	Number	%
Do not always sleep in the lorry	16	64%	9	36%	25	100%
Always sleep in the lorry	81	70%	35	30%	116	100%
<b>Total</b>	<b>97</b>	<b>69%</b>	<b>44</b>	<b>31%</b>	<b>141</b>	<b>100%</b>

Note: n=141. The accommodation question has been recoded to two response categories.  $\chi^2 = 0.325$ , P value = 0.568. Questions: How are you accommodated in work periods? Do you receive pay or compensation during sickness?

The table above illustrates the correlation between the way in which the drivers were accommodated and the payment or non-payment of compensation during sickness: 36% (9) of the drivers who did not always sleep in their lorry received compensation during sickness, whereas only 30% (35) of the drivers who always slept in their lorry received compensation during sickness.

As stated earlier in this report, generalisation based on these results should be done with great caution as the number of drivers who did not always sleep in their lorry is relatively low.

Table 60: Compensation during sickness broken down by the countries in which the drivers drove most

	Score	No	Yes	Total
<b>Denmark</b>	1	60%	42%	42
	2	32%	46%	28
	3	8%	13%	7
<b>Norway</b>	2	40%	0%	2
	3	60%	100%	6
<b>Sweden</b>	1	22%	43%	5
	2	33%	14%	4
	3	44%	43%	7
<b>Germany</b>	1	53%	68%	39
	2	42%	32%	26
	3	4%	0%	2
<b>Netherlands</b>	1	25%	0%	4
	2	6%	67%	3
	3	69%	33%	12
<b>Belgium</b>	2	33%	0%	2

	3	67%	100%	11
<b>France</b>	1	19%	17%	4
	2	56%	17%	10
	3	25%	67%	8
<b>Austria</b>	2	0%	50%	2
	3	100%	50%	7
<b>Italy</b>	1	33%	100%	3
	2	17%	0%	1
	3	50%	0%	3
<b>United Kingdom</b>	1	0%	50%	1
	2	50%	0%	2
	3	50%	50%	3
<b>Poland</b>	3	0%	100%	2

**Note:** n=98. Scores indicating the countries in which the drivers drove most, 1 being the country where they drove most and 3 being the country ranking number three. Questions: In which countries have you driven most this year? Do you receive ... pay or compensation during sickness?

Table 60 shows whether drivers who received sickness compensation drove extensively in certain countries. One finding is that 68% of the drivers who received compensation during sickness scored Germany as 1 and that only 42% of the drivers who received compensation for sick days used the score 1 for Denmark. This suggests that drivers who drive frequently in Germany are more likely to receive compensation during sickness.

However, generalisations about the drivers in general should be made with great caution as the correlations are once again based on relatively small groups of drivers.

## 5 Drivers' wishes for the future

Table 61 shows the drivers' greatest wish as regards a better work-life balance. The greatest wish is clearly higher pay, with no less than 74% (160) of the drivers reporting this to be their greatest wish. This is followed by a wish for more frequent stays in the home country and better rights (reported as the greatest wish by 40% of the drivers).

Table 61: Look at the list below. What are your greatest wishes in terms of achieving a better work-life balance?

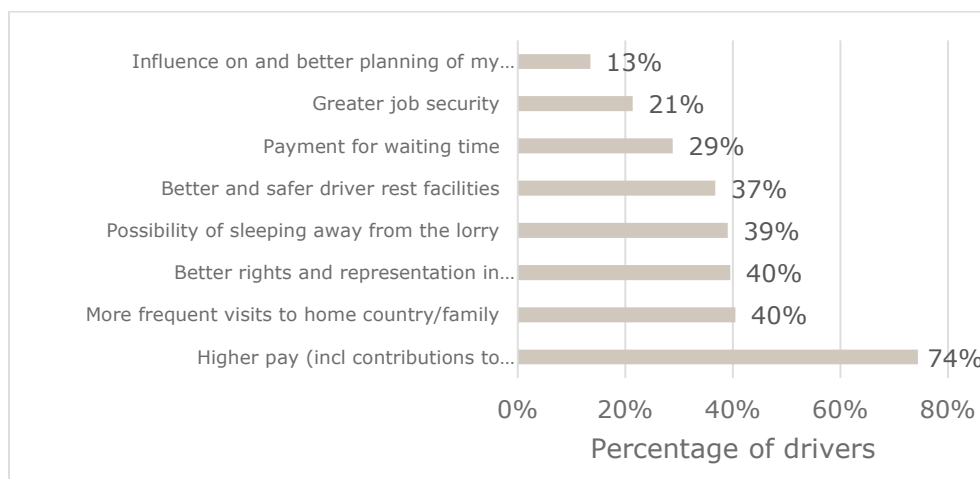
	Yes	% of drivers
<b>Higher pay (including contributions to insurance schemes and pension plans)</b>	160	74%
<b>Payment for waiting time</b>	62	29%
<b>Better and safer driver rest facilities</b>	79	37%
<b>More frequent stays in home country / with family</b>	87	40%
<b>Greater job security</b>	46	21%
<b>Influence on and better planning of own driving jobs</b>	29	13%

<b>Possibility of sleeping away from the lorry</b>	84	39%
<b>Better rights and representation in relation to employer</b>	85	40%

**Note:** N=215. Proportion of drivers who marked 'yes' with a cross for the wish in question. Question: Look at the list below. What are your greatest wishes in terms of achieving better working life and private life?

Figure 7 sets out the wishes in ascending order from the wish indicated by the lowest number of respondents to the wish indicated by the largest number of respondents. The propensity is the same as in the table above, but the wishes are set out to make it clear what the drivers' greatest wishes are.

Figure 7: The drivers' greatest wishes (%)



**Note:** 215. The proportion of drivers who answered 'yes' in relation to the wish stated.

In the following sections we will look at the drivers' four greatest wishes: higher pay, more frequent stays in the home country, better rights and the possibility of sleeping away from the lorry.

## 5.1 Higher pay

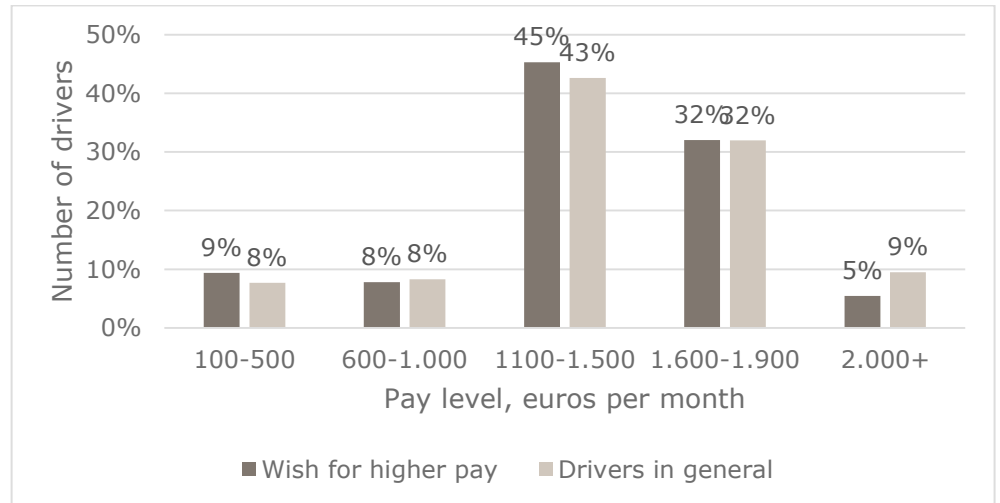
Most of the drivers reported that they wished to have higher pay. It therefore appears relevant to examine whether certain underlying patterns can be identified, for example whether this wish was primarily expressed by the drivers with the lowest incomes.

Figure 8 is a breakdown of the incomes of the drivers whose wish was higher pay and of the drivers in general. The figure shows that the wish for higher pay was



shared by drivers in all income brackets and thus indicates that all drivers in general would like their pay level to increase.

Figure 8: The drivers' wish for higher pay broken down by pay level



**Note:** Questions: Please look at the list below. What are your greatest wishes in terms of achieving a better work-life balance? – Higher pay (including contributions to insurance and pension schemes. How much did you earn in September? Please encircle the nearest one hundred euro amount.

## 5.2 More frequent stays in home country

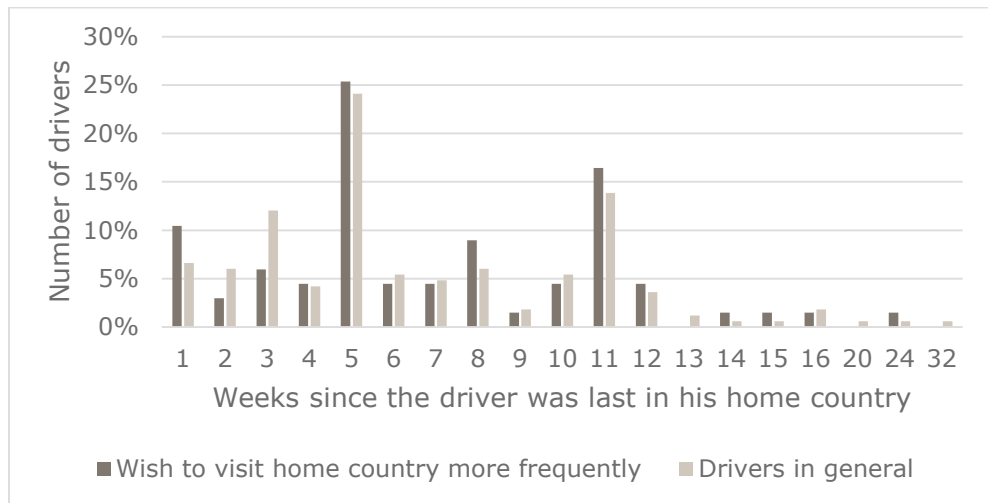
Four out of ten drivers reported that they would like to go to their home country more frequently. An obvious question is whether it was primarily drivers who spent a long time away from their home country who wanted to go home more often. Table 62 illustrates that, on average, drivers who expressed that wish spent approximately seven weeks away from their home country. The group of drivers as a whole spent about 6.8 weeks away from their home country.

Table 62: Weeks passed since the drivers were last in their home country. Drivers who wanted to go home more frequently.

Average number of weeks since the drivers were home	
Drivers wishing to go to their home country more frequently	7.0
Drivers generally	6.8

**Note:** n= 166. Question: How many weeks have passed since you were last in your home country? (For example, 3 weeks, 5 weeks, 11 weeks)

Figure 9: Wish to visit home country more frequently broken down by the time the drivers spent away from their home country



**Note:** N=166 Questions: How many weeks have passed since you were last in your home country? (For example, 3 weeks, 5 weeks, 11 weeks). Please look at the list below. What are your greatest wishes in terms of achieving a better work-life balance? – Opportunity to visit your home country/family more frequently.

Figure 9 basically illustrates the same propensity as the preceding table. The group of drivers reporting that they wanted to go to their home country more frequently comprises a larger proportion of drivers who had been away for a longer period of time than the drivers in general, for example 8, 11 or 12 weeks. It should also be noted that the drivers who expressed that wish included a larger proportion of drivers who were only away for one or five weeks. However, based on averages and the breakdown illustrated, it seems fair to conclude that the drivers who wanted more frequent visits to their home country were also the ones who had been away from that country for the longest time.

### 5.3 Better rights and representation

A total of 40% of the drivers reported a wish for better rights and better representation vis-a-vis their employer. Given this wish, it appears logical to look at how these drivers were organised relative to the country in which their employers were based and at the countries from which the respondents received their instructions.

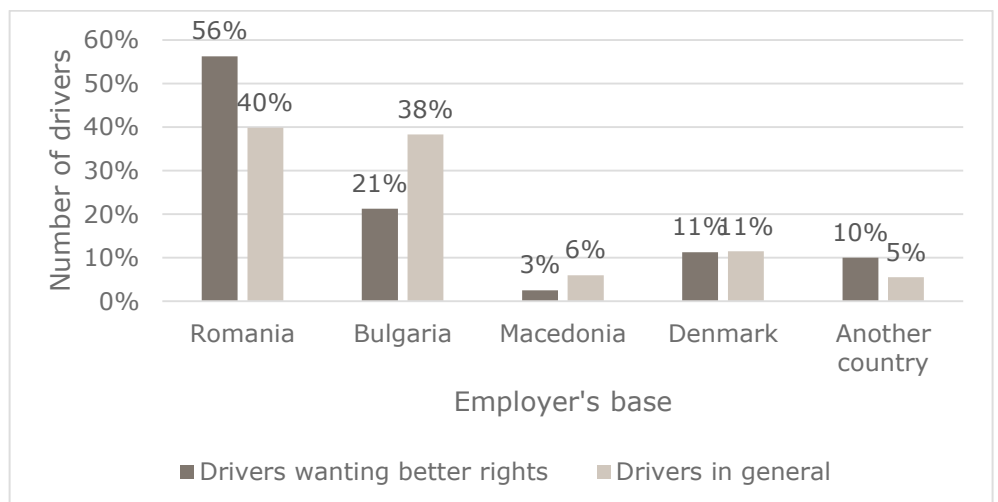
Table 63: Drivers who wished better rights, broken down by the countries in which their employers were based

Country in which employer is based	Number	Proportion in %
Romania	45	56%
Bulgaria	17	22%
Macedonia	2	17%
Denmark	9	39%
Other country	8	73%
<b>Total</b>	<b>80</b>	<b>40 %</b>

**Note:** Row percentage. Chi<sup>2</sup> = 39.491, P value= 0.000. Questions: What are your greatest wishes in terms of achieving a better work-life balance? – Better rights and better representation vis-a-vis my employer. In which country is your employer based?

Table 63 illustrates that 56% (45) of the drivers whose employer was based in Romania would like better rights, while only 22% (17) of the drivers whose employer was based in Bulgaria reported this to be the case. About 40% (9) of the drivers whose employer was based in Denmark wanted better rights in relation to their employer. This correlation is significant.

Figure 10: Country in which the employer was based, broken down by wish for better rights and drivers in general.



**Note:** n=201 Column percentages. What are your greatest wishes in terms of achieving a better work-

life balance? – Better rights and better representation vis-a-vis my employer. In which country is your employer based?

Figure 10 illustrates the correlation in a different way, as it shows the proportion of drivers who would like better rights and the proportion of drivers whose employers were based in the countries in question. It shows that drivers based in Romania are overrepresented as regards the wish for better representation and that drivers based in Bulgaria are underrepresented. In other words, drivers whose employer is based in Romania would like better rights to a greater extent, whereas drivers based in Bulgaria share this wish to a lesser extent. Drivers whose employer is based in Denmark are at the level that could be expected, given the percentage for drivers in general.

Figure 11 and Table 64 show the same analysis, broken down by countries from which instructions are received.

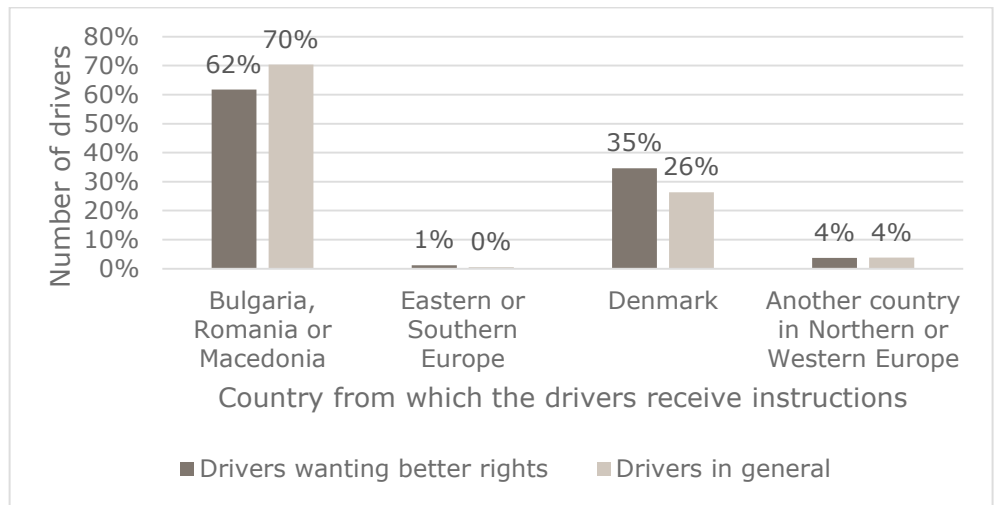
Table 64: Drivers wanting better rights, broken down by countries from which instructions are received

From which country do you receive instructions?	Number	%
Bulgaria, Romania or Macedonia	50	34%
Eastern or Southern Europe	1	100%
Denmark	28	51%
Another country in Northern or Western Europe	3	38%
<b>Total</b>	<b>81</b>	<b>39%</b>

**Note:** n=209. Row percentage. Chi2 = 10.933, P value = 0.027. Questions: What are your greatest wishes in terms of achieving a better work-life balance? – Better rights and better representation vis-a-vis my employer.. In which country is the person who gives you instructions based?

The table shows that 51% (28) of the drivers who received instructions from Denmark wanted better rights vis-a-vis their employer. The same applies to 34% (50) of the drivers who received instructions from Bulgaria, Romania or Macedonia.

Figure 11: Country from which the drivers received instructions, broken down by a wish for better rights and drivers in general.



**Note:** n=209. Column percentage. What are your greatest wishes in terms of achieving a better work-life balance? – Better rights and better representation vis-a-vis my employer. In which country is your employer based?

The figure shows that 35% of the drivers who wanted better rights received instructions from Denmark. For all the drivers in general, the percentage was only 26%, and there is overrepresentation of drivers receiving instructions from Denmark. On the other hand, drivers from Bulgaria and certain other countries are underrepresented by almost 8% relative to the proportion of all the drivers they make up.

## 5.4 Sleeping away from the lorry

One interesting observation is that only a minority of the drivers who always slept in their lorry had a strong wish to sleep elsewhere. Table 62 shows that 42% (78) of the drivers who always slept in their lorry had a strong wish to sleep elsewhere. This correlation is significant and the likelihood of the result being coincidental is therefore relatively small.

Table 65: Drivers' wish to sleep away from their lorry

What are your greatest wishes in terms of achieving a better work-life balance? – Opportunity to sleep away from the lorry.						
	No		Yes		Total	
	Number	%	Number	%	Number	%
Do not always sleep in the lorry	22	79%	6	21%	28	100 %
Always sleep in the lorry	109	58%	78	42%	187	100%

**Note:** n=213. Other types of accommodation have been coded to the same category because of the low number of observations. The question about accommodation has been recoded into two categories.

Question: What kind of accommodation do you have in work periods? Chi2 = 4.209, P value = 0.040

Of the drivers who did not always sleep in their lorry, only 21% (6) answered that other types of accommodation were a strong wish. However, it should be noted that only 28 of the drivers in the survey did not sleep in their lorry, and the analysis of this small group of drivers is therefore subject to some uncertainty.